

**COMMONWEALTH OF VIRGINIA
VIRGINIA EMPLOYMENT COMMISSION**

Policy Number:	05-02
Effective Date:	March 23, 2005
Revision #:	
Revision Date:	
Title:	Performance Incentives under the Workforce Investment Act

PURPOSE

The Workforce Investment Act (WIA) envisions the effective alignment of resources to achieve performance excellence and the recognition of top performers within the system. The performance management system focuses on exemplary performance, local coordination and regional cooperation. This policy outlines the criteria for awarding incentives to a variety of entities that contribute to the performance excellence of the Commonwealth.

REFERENCES

Code of Virginia, Section 9-329.1(F).

P.L. 105-220, Workforce Investment Act (WIA), Section 134.

20 CFR Part 665.

Federal Register, Vol. 64, No. 150/Thursday, August 5, 1999/Notices. U.S. Department of Labor, Consultation Papers on Performance Accountability Under Title I of the WIA.

Training and Employment Guidance Letter No. 7-99, March 3, 2000 - Core and Customer Satisfaction Performance Measures for the Workforce Investment System.

Virginia Workforce Council, Basic Principles for Virginia's Performance Management System to Promote Continuous Improvement, March 7, 2000.

Virginia Workforce Council, Vision Statement, December 2003.

Minimum Standards for Service Delivery in One-Stop Career Centers, March 2004.

DEFINITIONS

For purposes of this policy, the following definitions apply:

Exemplary Performance - Performance that meets or exceeds as many of the federal core measures and customer satisfaction standards as the state meets and meet all of any state common measures negotiated between the local area and the state.

Local Coordination - Local Workforce Investment Boards (LWIBs) providing leadership within the local workforce investment area by partnering with entities representing key policy makers in the local area in developing tangible strategies and processes for strategic planning and WIA program implementation.

Regional Cooperation - More than one LWIB working together as a cooperative unit to provide excellent customer service as a region. A region may comprise several labor market areas, one large labor market, or one labor market joined together with several adjacent rural districts. A region may be intrastate or interstate.

Most Improved – Performance enhancement that indicates that a local area has improved on as many standards and customer satisfaction measures as did the state.

POLICY STATEMENT

The Commonwealth of Virginia will reward local performance in the following **four** categories:

- (1) Regional Cooperation
- (2) Local Coordination
- (3) Exemplary Performance
- (4) Most Improved

Incentive funds may be used to carry out local coordination and regional cooperation activities and services to target populations.

If an award is made, the minimum award per category will be 15% of the budgeted amount for incentives for that program year. In the event an award is not made, the Metrics and Incentives Committee reserves the right to distribute the funds, differently.

The Virginia Workforce Council (VWC) will issue instructions, annually, that will include the amount of funds available and directions for submitting applications for all incentive awards.

RECISIONS

This policy replaces the portion of the rescinded policy including this topic, Policy **00-11**, Continuous Improvement, Incentives and Sanctions for the Workforce Investment Act.

APPROVED

Marjorie M. Connelly, Chairperson
Virginia Workforce Council

Dolores A. Esser, Commissioner
Virginia Employment Commission

DATE: _____